

Equality Impact Assessment

Section 1: Identifying details

Your function, service area and team: Older Adults Strategic Commissioning and Policy

If you are submitting this EqlA on behalf of another function, service area or team, specify the originating function, service area or team:

Title of policy or decision: Transfer of Allied Healthcare Contracts

Officer completing the EqlA: Michael Farrell (michael.farrell@essex.gov.uk)

Date of completing the assessment: 21/11/2018

Section 2: Policy to be analysed

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| 2.1 | <p>Is this a new policy (or decision) or a change to an existing policy, practice or project?</p> <p>Change to an existing service.</p> |
| 2.2 | <p>Describe the main aims, objectives and purpose of the policy (or decision):</p> <p>The aims of the key decision are to secure the safe, timely and appropriate transfer of Service Users within Allied Healthcare's Reablement and homecare services to Essex Cares Ltd and Live at Home framework providers following termination of these contracts.</p> <p>On the 16th November 2018, Allied Healthcare announced that they were looking to transfer or sell its care and support services following significant financial difficulties. Allied Healthcare will cease to trade from 21 December 2018.</p> <p>Essex County Council has clear duties under the Care Act 2014 to ensure that eligible people can access care and support and that they are safeguarded from harm. The Council also has a temporary legal duty in the event of provider failure to ensure continuity of care.</p> |

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| 2.3 | <p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none"> • service users • employees |
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| | <ul style="list-style-type: none"> the wider community or groups of people, particularly where there are areas of known inequalities? <p>The following will be directly affected by the proposals for Allied Healthcare's Reablement and homecare services;</p> <ul style="list-style-type: none"> Approximately 380 Service Users receiving a Reablement Service from Allied Healthcare Services across the county Approximately 156 Allied Healthcare Ltd permanent staff delivering Reablement Services across the county. There are approximately 40 temporary staff Approximately 242 Service Users receiving homecare services from Allied Healthcare Services across the county with the majority in North Essex. Approximately 208 Allied Healthcare Ltd permanent staff delivering homecare services across the county with the majority in North Essex. <p>Will the policy or decision influence how organisations operate?</p> <p>The proposals will result in the;</p> <ul style="list-style-type: none"> Termination of Reablement and homecare services contracts with Allied Healthcare Ltd Services will transfer to Essex Cares Ltd and Live at Home framework providers |
| 2.4 | <p>Will the policy or decision involve substantial changes in resources?</p> <p>No</p> |
| 2.5 | <p>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes?</p> <p>This service will make a direct contribution to the outcome of 'People in Essex can live independently and exercise control over their lives.'</p> <p>This service will ensure that ECC continues to fully meet its statutory duties in relation to intermediate care and reablement as set out in the Care Act.</p> |



Section 3: Evidence/data about the user population and consultation¹

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

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| 3.1 | <p>What does the information tell you about those groups identified?</p> <ul style="list-style-type: none">• Approximately 6200 adults received a Reablement service from April 2017 – March 2018 across the county. There are approximately 380 Service Users receiving a Reablement Service from Allied Healthcare Services across the county• Approximately 242 Service Users receiving homecare services from Allied Healthcare Services across the county with the majority in North Essex.• Approximately 208 Allied Healthcare Ltd permanent staff delivering homecare services across the county with the majority in North Essex.• Approximately 156 Allied Healthcare Ltd permanent staff delivering Reablement Services across the county. There are approximately 40 temporary staff• More detailed information about staffing is unknown until TUPE information has been provided by Allied Healthcare Ltd |
| 3.2 | <p>Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision?</p> <p>Public consultation has not happened due to the urgency of the situation. Service users have been advised of the situation and provided with a helpline to discuss any issues. Self-funders and those people receiving a direct payment have been given the Service Placement Team number to support with brokerage of care packages.</p> |

¹ Data sources within EEC. Refer to Essex Insight:
<http://www.essexinsight.org.uk/mainmenu.aspx?cookieCheck=true>
with links to JSNA and 2011 Census.





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| 3.3 | <p>If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary:</p> <p>Public consultation has not happened due to time constraints and the urgency of the situation. The primary aim of this proposal is to ensure safety of service users and continuity of care.</p> <p>Engagement will happen on a case by case basis with service users to support their transition into the new service with ECL, or with social worker engagement to support with sourcing a new provider through the LAH framework.</p> <p>In relation to staff, we will try to maintain continuity of employment, but have limited control as it is the responsibility of the current employer. It is in the interest of staff and service users to ensure that existing staff continue in their roles with sustainable employment. We will endeavour to seek assurance from any new employer.</p> |
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Section 4: Impact of policy or decision


Use this section to assess any potential impact on equality groups based on what you now know.

| Description of impact | Nature of impact Positive, neutral, adverse (explain why) | Extent of impact Low, medium, high (use L, M or H) |
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| Age | <p>Impact –Neutral</p> <p>This service is for all adults who meet the service criteria for reablement support, or Care Act eligibility for an ongoing domiciliary support package. It is anticipated however that the majority of referrals into the services will be for adults over the age of 65.</p> <p>The proposals for transfer of the service will ensure continuity of service and safe care for all affected individuals and that ECC continues to fully meet its statutory duties.</p> <p>Staffing information is unknown until TUPE information has been supplied by Allied Healthcare Ltd. Essex Cares Ltd, as an Equality Act compliant organisation, will ensure the protected characteristic groups are not adversely affected by these proposals. Once a Homecare organisation is selected we will ensure they to, will ensure no employees within the protected characteristics are adversely affected.</p> | M |
| Disability | <p>Impact – Neutral</p> <p>This service is for all adults who meet the service criteria for reablement support, or Care Act eligibility for an ongoing domiciliary support package.</p> <p>Adults should not be excluded from the service on the basis of their diagnosis or impairment. The service provider will therefore provide a service to people with</p> | <p>M</p>  |

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| | <p>a range of needs including older adults living with dementia, adults with a learning disability, adults with physical and/or sensory impairment, and adults whose behaviour can challenge services. This service is for those who have capacity and those who may lack capacity.</p> <p>The proposals for transfer of the service will ensure continuity of service and safe care for all affected individuals and that ECC continues to fully meet its statutory duties.</p> <p>Staffing information is unknown until TUPE information has been supplied by Allied Healthcare Ltd. Essex Cares Ltd, as an Equality Act compliant organisation, will ensure the protected characteristic groups are not adversely affected by these proposals. Once a Homecare organisation is selected we will ensure they to, will ensure no employees within the protected characteristics are adversely affected.</p> | |
| Gender | <p>Impact – Neutral</p> <p>The service is open to both men and women. This service is for all adults who meet the service criteria.</p> <p>Staffing information is unknown until TUPE information has been supplied by Allied Healthcare Ltd. Essex Cares Ltd, as an Equality Act compliant organisation, will ensure the protected characteristic groups are not adversely affected by these proposals. Once a Homecare organisation is selected we will ensure they to, will ensure no employees within the protected characteristics are adversely affected.</p> | L |
| Gender reassignment | <p>Impact – Neutral</p> <p>The service is open to both men and women regardless of any possible</p> |  Essex County Council |


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| | <p>previous gender reassignment / and transgendered people. This service is for all adults who meet the service criteria.</p> <p>Staffing information is unknown until TUPE information has been supplied by Allied Healthcare Ltd. Essex Cares Ltd, as an Equality Act compliant organisation, will ensure the protected characteristic groups are not adversely affected by these proposals. Once a Homecare organisation is selected we will ensure they to, will ensure no employees within the protected characteristics are adversely affected.</p> | |
| Marriage/civil partnership | <p>Impact – Neutral</p> <p>There is no restriction on access according to marital status and civil partnership.</p> <p>Staffing information is unknown until TUPE information has been supplied by Allied Healthcare Ltd. Essex Cares Ltd, as an Equality Act compliant organisation, will ensure the protected characteristic groups are not adversely affected by these proposals. Once a Homecare organisation is selected we will ensure they to, will ensure no employees within the protected characteristics are adversely affected.</p> | L |
| Pregnancy/maternity | <p>Impact – Neutral</p> <p>This service is for all adults who meet the service criteria for reablement support, or Care Act eligibility for an ongoing domiciliary support package. However the majority of people accessing the service are likely to be older adults.</p> <p>Staffing information is unknown until TUPE information has been supplied by Allied Healthcare Ltd. Essex Cares Ltd, as an Equality Act compliant organisation, will ensure the protected characteristic groups are not adversely affected by these proposals. Once a Homecare organisation is selected we will ensure they to, will ensure no</p> | L |



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| | employees within the protected characteristics are adversely affected. | |
| Race | <p>Impact – Neutral</p> <p>This service is for all adults who meet the service criteria for reablement support, or Care Act eligibility for an ongoing domiciliary support package irrespective of the race of the individual.</p> <p>Staffing information is unknown until TUPE information has been supplied by Allied Healthcare Ltd. Essex Cares Ltd, as an Equality Act compliant organisation, will ensure the protected characteristic groups are not adversely affected by these proposals. Once a Homecare organisation is selected we will ensure they to, will ensure no employees within the protected characteristics are adversely affected.</p> | L |
| Religion/belief | <p>Impact - Neutral.</p> <p>This service is for all adults who meet the service criteria for reablement support, or Care Act eligibility for an ongoing domiciliary support package irrespective of their religion or belief.</p> <p>Staffing information is unknown until TUPE information has been supplied by Allied Healthcare Ltd. Essex Cares Ltd, as an Equality Act compliant organisation, will ensure the protected characteristic groups are not adversely affected by these proposals. Once a Homecare organisation is selected we will ensure they to, will ensure no employees within the protected characteristics are adversely affected.</p> | L |
| Sexual orientation | <p>Impact – Neutral</p> <p>This service is for all adults who meet the service criteria for reablement support, or Care Act eligibility for an ongoing domiciliary support package irrespective of their sexual orientation.</p> |  <p>Essex County Council</p> |

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| | Staffing information is unknown until TUPE information has been supplied by Allied Healthcare Ltd. Essex Cares Ltd, as an Equality Act compliant organisation, will ensure the protected characteristic groups are not adversely affected by these proposals. Once a Homecare organisation is selected we will ensure they to, will ensure no employees within the protected characteristics are adversely affected. | |
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Cross-cutting themes

| Description of impact | Nature of impact Positive, neutral, adverse (explain why) | Extent of impact Low, medium, high (use L, M or H) |
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| Socio-economic | <p>Impact – Neutral</p> <p>This service is for all adults who meet the service criteria for reablement support, or Care Act eligibility for an ongoing domiciliary support package irrespective of their socio-economic circumstances.</p> <p>Staffing information is unknown until TUPE information has been supplied by Allied Healthcare Ltd. Essex Cares Ltd, as an Equality Act compliant organisation, will ensure the protected characteristic groups are not adversely affected by these proposals. Once a Homecare organisation is selected we will ensure they to, will ensure no employees within the protected characteristics are adversely affected.</p> | L |
| Environmental, eg housing, transport links/rural isolation | <p>Impact – Neutral</p> <p>A This service is for all adults who meet the service criteria for reablement support, or Care Act eligibility for an ongoing domiciliary support package irrespective of where they are living. The service will ensure that the adult's home is suitable and safe to meet their needs.</p> <p>ECL will deliver the service as efficiently as possible, using a range of technology to</p> | <p>L</p>  |

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| | <p>support adults, and planning visits to ensure the most effective use of available resources. People using the service will have an agreed support plan to meet their needs and the service provider will ensure that the agreed needs are met whether they live in urban or rural locations.</p> <p>Staffing information is unknown until TUPE information has been supplied by Allied Healthcare Ltd. Essex Cares Ltd, as an Equality Act compliant organisation, will ensure the protected characteristic groups are not adversely affected by these proposals. Once a Homecare organisation is selected we will ensure they to, will ensure no employees within the protected characteristics are adversely affected.</p> | |
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Section 5: Conclusion

| | | Tick Yes/No as appropriate | |
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| 5.1 | Does the EqlA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups? | | |
| | | Yes | If ' YES ', use the action plan at Section 6 to describe the adverse impacts and what mitigating actions you could put in place. |



Section 6: Action plan to address and monitor adverse impacts

| What are the potential adverse impacts? | What are the mitigating actions? | Date they will be achieved. |
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| Disruption to homecare or reablement services through changes of staff | Approach is designed to minimise disruption by retaining staff in each service; this will include swift transfer of services | 14 th December 2018 |
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Section 7: Sign off

I confirm that this initial analysis has been completed appropriately.

Signature of Head of Service:

Date:

Signature of person completing the EqIA: Michael Farrell

Date: 21/11/2018

